

POLICY 4114

REASONABLE ACCOMMODATION OF APPLICANTS FOR EMPLOYMENT AND EMPLOYEES WITH DISABILITIES

Persons with disabilities have the right to request and receive reasonable accommodations in all aspects of employment with the Shoreline Community College including, but not limited to: application, recruitment, selection, hiring, promotion, testing, medical examination, layoff/recall, assignments, termination, evaluation, compensation, disciplinary actions, leave, training, and the terms, conditions and benefits of employment including insurance benefits and employer supported activities.

To receive reasonable accommodations, individuals are responsible for requesting accommodations and documenting the nature and extent of their disability in a timely manner. Applicants for employment and employees should direct their requests for reasonable accommodation to the Office of Human Resources and Employee Relations.

The Board of Trustees hereby adopts Policy #4114, Reasonable Accommodation of Applicants For Employment and Employees With Disabilities, and directs the President to establish procedures to implement this policy and to disseminate its basic principles in accordance with the Federal Rehabilitation Act of 1973, Section 504 and the Americans with Disabilities Act (ADA) of 1990.

This policy does not provide rights or obligations not provided by applicable laws.

Approved by:
Board of Trustees 4/16/99